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# American Association of University Professors

## Supplementary Tables to the Annual Report on the Economic Status of the Profession

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Supplementary Tables to the Annual Report on the Economic Status of the Profession  
(price \$25 for nonmembers and \$12 for members)

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## DEFINITION OF CATEGORIES

- I - Includes institutions which offer the doctorate degree and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.
- IIA - Includes institutions awarding degrees above the baccalaureate, but not included in Category I.
- IIB - Includes institutions awarding only the baccalaureate or equivalent degree.
- III - Includes two-year institutions with academic ranks.
- IV - Includes institutions without academic ranks (with the exception of a few liberal arts colleges, this category includes mostly two-year institutions).

Table A

Annual Costs and Indexes of Comparative Costs Based on a Higher Living  
Standard for a Four-Person Family, Fall 1980 and Fall 1979<sup>1</sup>  
(U.S. Urban Average Cost =100)

| Area                       | TOTAL BUDGET |       |             |       | Percentage |       |
|----------------------------|--------------|-------|-------------|-------|------------|-------|
|                            | Fall 1980    |       | Fall 1979   |       | Increases: |       |
|                            | Annual Cost  | Index | Annual Cost | Index | '80        | '79   |
| Urban United States        | \$34,409     | 100   | \$30,317    | 100   | 13.5%      | 10.6% |
| Metropolitan areas         | 35,391       | 103   | 31,187      | 103   | 13.5       | 10.6  |
| Nonmetropolitan areas      | 30,024       | 87    | 26,432      | 87    | 13.6       | 10.1  |
| NORTHEAST                  |              |       |             |       |            |       |
| Boston                     | 41,306       | 120   | 36,891      | 122   | 12.0       | 9.8   |
| Buffalo                    | 35,378       | 103   | 32,013      | 106   | 10.5       | 11.5  |
| New York-Northeastern      |              |       |             |       |            |       |
| New Jersey                 | 42,736       | 124   | 37,823      | 125   | 13.0       | 10.4  |
| Philadelphia-New Jersey    | 35,895       | 104   | 31,352      | 103   | 14.5       | 10.8  |
| Pittsburgh                 | 33,027       | 96    | 29,011      | 96    | 13.8       | 11.0  |
| Nonmetropolitan areas      | 32,752       | 95    | 28,928      | 95    | 13.2       | 11.3  |
| NORTH CENTRAL              |              |       |             |       |            |       |
| Chicago, Illinois-         |              |       |             |       |            |       |
| Northwestern Indiana       | 34,198       | 99    | 29,890      | 99    | 14.4       | 10.0  |
| Cincinnati, Ohio-          |              |       |             |       |            |       |
| Kentucky-Indiana           | 32,353       | 94    | 28,763      | 95    | 12.5       | 11.1  |
| Cleveland                  | 34,076       | 99    | 30,116      | 99    | 13.1       | 10.4  |
| Detroit                    | 34,268       | 100   | 30,668      | 101   | 11.7       | 8.9   |
| Kansas City, Missouri-     |              |       |             |       |            |       |
| Kansas                     | 33,567       | 98    | 29,128      | 96    | 15.2       | 8.0   |
| Milwaukee                  | 35,216       | 102   | 30,929      | 102   | 13.9       | 4.9   |
| Minneapolis-St. Paul       | 35,283       | 103   | 31,707      | 105   | 11.3       | 10.8  |
| St. Louis, Missouri-       |              |       |             |       |            |       |
| Illinois                   | 32,432       | 94    | 29,008      | 96    | 11.8       | 12.3  |
| Nonmetropolitan areas      | 30,523       | 89    | 26,915      | 89    | 14.3       | 9.5   |
| SOUTH                      |              |       |             |       |            |       |
| Atlanta                    | 31,229       | 91    | 27,673      | 91    | 12.9       | 12.2  |
| Baltimore                  | 35,089       | 102   | 30,110      | 99    | 16.5       | 9.5   |
| Dallas                     | 30,771       | 89    | 27,004      | 89    | 13.9       | 10.3  |
| Houston                    | 31,519       | 92    | 27,686      | 91    | 13.8       | 11.7  |
| Washington, D.C.-Maryland- |              |       |             |       |            |       |
| Virginia                   | 37,398       | 109   | 32,636      | 108   | 14.6       | 10.3  |
| Nonmetropolitan areas      | 28,294       | 82    | 24,857      | 82    | 13.3       | 9.5   |
| WEST                       |              |       |             |       |            |       |
| Denver                     | 33,607       | 98    | 29,976      | 99    | 12.1       | 10.7  |
| Honolulu                   | 44,396       | 129   | 29,689      | 131   | 11.9       | 11.5  |
| Los Angeles-Long Beach     | 34,124       | 99    | 30,083      | 99    | 13.4       | 13.4  |
| San Diego                  | 34,284       | 100   | 30,113      | 99    | 13.9       | 14.6  |
| San Francisco-Oakland      | 36,817       | 107   | 31,710      | 105   | 16.1       | 10.4  |
| Seattle-Everett            | 33,524       | 97    | 29,583      | 98    | 13.3       | 11.4  |
| Nonmetropolitan areas      | 31,200       | 91    | 27,325      | 90    | 14.3       | 11.8  |
| Anchorage, Alaska          | 42,125       | 122   | 40,785      | 135   | 3.3        | 6.2   |

<sup>1</sup> Data obtained from U.S. Department of Labor.

Table B  
Consumer Price Index for Academic Years  
1970-71 to 1980-81  
(1967 = 100)

| Month              | 1970-71 | 1971-72 | 1972-73 | 1973-74 | 1974-75 | 1975-76 | 1976-77 | 1977-78 | 1978-79 | 1979-80 | 1980-81 |
|--------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| July               | 116.7   | 121.8   | 125.5   | 132.7   | 148.0   | 162.3   | 171.1   | 182.6   | 196.7   | 218.9   | 247.8   |
| August             | 116.9   | 122.1   | 125.7   | 135.1   | 149.9   | 162.8   | 171.9   | 183.3   | 197.7   | 221.1   | 249.4   |
| September          | 117.5   | 122.2   | 126.2   | 135.5   | 151.7   | 163.6   | 172.6   | 184.0   | 199.1   | 223.4   | 251.7   |
| October            | 118.1   | 122.4   | 126.6   | 136.6   | 153.0   | 164.6   | 173.3   | 184.5   | 200.7   | 225.4   | 253.9   |
| November           | 118.5   | 122.6   | 126.9   | 137.6   | 154.3   | 165.6   | 173.8   | 185.4   | 201.8   | 227.5   | 256.2   |
| December           | 119.1   | 123.1   | 127.3   | 138.5   | 155.4   | 166.3   | 174.3   | 185.9   | 202.9   | 229.9   | 258.4   |
| January            | 119.2   | 123.2   | 127.7   | 139.7   | 156.1   | 166.7   | 175.3   | 187.0   | 204.7   | 233.2   | 260.5   |
| February           | 119.4   | 123.8   | 128.6   | 141.5   | 157.2   | 167.1   | 177.1   | 188.4   | 207.1   | 236.4   | 263.2   |
| March              | 119.8   | 124.0   | 129.8   | 143.1   | 157.8   | 167.5   | 178.2   | 189.7   | 209.3   | 239.8   | 265.1   |
| April              | 120.2   | 124.3   | 130.7   | 143.9   | 158.6   | 168.2   | 179.6   | 191.4   | 211.5   | 242.5   | 266.8   |
| May                | 120.8   | 124.7   | 131.5   | 145.5   | 159.3   | 169.2   | 180.6   | 193.3   | 214.1   | 244.9   | 269.0   |
| June               | 121.5   | 125.0   | 132.4   | 146.9   | 160.6   | 170.1   | 181.8   | 195.3   | 216.6   | 247.6   | 271.1*  |
| Average            |         |         |         |         |         |         |         |         |         |         |         |
| All Year           | 119.0   | 123.3   | 128.2   | 139.7   | 155.2   | 166.2   | 175.8   | 187.6   | 205.2   | 232.5   | 259.4   |
| Percentage in CPIU |         |         |         |         |         |         |         |         |         |         |         |
|                    | 3.6%    | 4.0%    | 9.0%    | 11.1%   | 7.1%    | 5.8%    | 6.7%    | 9.4%    | 13.3%   | 11.6%   |         |

\* Estimated

MEA

Table C

Weighted Average Salary, Analyzed by Region,<sup>1</sup> Category, and  
Academic Rank, 1980-81

(Standard Academic-Year Basis)

| Academic Rank            | West     |          | North Central   |                 | Northeast       |             | South           |                 |                |
|--------------------------|----------|----------|-----------------|-----------------|-----------------|-------------|-----------------|-----------------|----------------|
|                          | Pacific  | Mountain | West N. Central | East N. Central | Middle Atlantic | New England | West S. Central | East S. Central | South Atlantic |
| CATEGORY I               |          |          |                 |                 |                 |             |                 |                 |                |
| Prof.                    | \$36,200 | \$31,100 | \$31,180        | \$33,350        | \$35,850        | \$35,310    | \$30,950        | \$30,320        | \$31,360       |
| Assoc.                   | 25,270   | 23,940   | 23,660          | 24,760          | 25,870          | 24,730      | 23,690          | 23,570          | 23,610         |
| Ass't.                   | 20,620   | 19,710   | 19,440          | 20,150          | 20,060          | 19,700      | 19,300          | 19,240          | 19,580         |
| Inst.                    | 16,480   | 16,410   | 15,330          | 15,660          | 15,930          | 16,410      | 15,010          | 14,970          | 16,620         |
| All Rks <sup>2</sup>     | 28,770   | 25,160   | 25,020          | 26,370          | 27,470          | 27,280      | 24,070          | 23,690          | 24,720         |
| CATEGORY IIA             |          |          |                 |                 |                 |             |                 |                 |                |
| Prof.                    | 31,770   | 25,820   | 26,270          | 27,830          | 30,560          | 28,420      | 26,360          | 25,680          | 27,820         |
| Assoc.                   | 24,340   | 22,050   | 21,730          | 22,840          | 24,180          | 22,450      | 22,080          | 21,720          | 22,670         |
| Ass't.                   | 19,750   | 18,570   | 18,490          | 18,890          | 19,470          | 18,850      | 18,720          | 18,000          | 19,040         |
| Inst.                    | 16,580   | 15,400   | 15,040          | 15,670          | 15,320          | 15,480      | 15,010          | 15,060          | 15,150         |
| All Rks <sup>2</sup>     | 26,480   | 21,890   | 21,060          | 22,480          | 23,900          | 22,480      | 20,950          | 20,400          | 21,820         |
| CATEGORY IIB             |          |          |                 |                 |                 |             |                 |                 |                |
| Prof.                    | 27,230   | 26,190   | 23,520          | 24,720          | 27,300          | 28,310      | 21,250          | 20,970          | 24,060         |
| Assoc.                   | 21,360   | 21,020   | 19,270          | 19,860          | 21,490          | 20,440      | 18,890          | 17,340          | 19,740         |
| Ass't.                   | 17,950   | 17,840   | 16,330          | 16,620          | 17,180          | 17,150      | 16,720          | 14,740          | 16,840         |
| Inst.                    | 15,340   | 14,830   | 14,070          | 13,980          | 14,560          | 14,300      | 13,620          | 12,680          | 13,690         |
| All Rks <sup>2</sup>     | 21,570   | 20,900   | 18,440          | 19,560          | 20,400          | 20,690      | 17,790          | 16,810          | 18,890         |
| CATEGORY III             |          |          |                 |                 |                 |             |                 |                 |                |
| Prof.                    | 28,470   | 22,310   | 25,440          | 26,690          | 27,050          | 24,420      | 22,740          | 20,820          | 25,090         |
| Assoc.                   | 27,770   | 20,580   | 21,640          | 23,410          | 23,470          | 20,780      | 20,460          | 19,650          | 21,120         |
| Ass't.                   | 23,810   | 18,620   | 17,650          | 20,100          | 19,660          | 17,700      | 17,770          | 17,100          | 17,710         |
| Inst.                    | 19,060   | 15,680   | 14,810          | 16,780          | 15,010          | 13,740      | 16,290          | 15,790          | 14,830         |
| All Rks <sup>2</sup>     | 26,020   | 18,610   | 19,170          | 21,220          | 21,460          | 19,650      | 18,840          | 17,460          | 19,200         |
| CATEGORY IV              |          |          |                 |                 |                 |             |                 |                 |                |
| No Rank                  | 26,800   | 20,750   | 18,270          | 21,720          | 16,180          | 15,210      | 18,580          | 16,540          | 16,980         |
| ALL CATEGORIES EXCEPT IV |          |          |                 |                 |                 |             |                 |                 |                |
| Prof.                    | 33,340   | 30,120   | 28,610          | 30,930          | 32,320          | 31,750      | 28,430          | 27,640          | 30,270         |
| Assoc.                   | 24,760   | 23,300   | 22,110          | 23,460          | 24,260          | 22,960      | 22,440          | 22,000          | 23,010         |
| Ass't.                   | 20,220   | 19,290   | 18,250          | 19,310          | 19,260          | 18,750      | 18,700          | 18,090          | 18,890         |
| Inst.                    | 16,850   | 16,000   | 14,840          | 15,640          | 15,210          | 15,080      | 15,070          | 14,880          | 14,940         |
| All Rks <sup>2</sup>     | 27,210   | 24,170   | 22,230          | 24,050          | 24,330          | 24,000      | 21,950          | 21,330          | 22,750         |

<sup>1</sup>Regions and geographic division of the United States, Department of Commerce, Bureau of the Census.

<sup>2</sup>The figure for "All Rks" includes the rank of lecturer.

Note: Figures have been rounded to the nearest \$10.

Table D

Weighted Average Compensation, Analyzed by Region,<sup>1</sup> Category,  
and Academic Rank, 1980-81

(Standard Academic-Year Basis)

| Academic Rank            | West     |          | North Central   |                 | Northeast       |             | South           |                 |                |
|--------------------------|----------|----------|-----------------|-----------------|-----------------|-------------|-----------------|-----------------|----------------|
|                          | Pacific  | Mountain | West N. Central | East N. Central | Middle Atlantic | New England | West S. Central | East S. Central | South Atlantic |
| CATEGORY I               |          |          |                 |                 |                 |             |                 |                 |                |
| Prof.                    | \$44,400 | \$35,910 | \$36,590        | \$39,540        | \$43,280        | \$41,530    | \$36,070        | \$34,260        | \$36,650       |
| Assoc.                   | 31,170   | 27,980   | 27,940          | 29,560          | 31,280          | 29,020      | 27,970          | 26,890          | 27,710         |
| Ass't.                   | 25,390   | 23,150   | 23,120          | 24,040          | 24,110          | 22,980      | 22,810          | 21,860          | 22,590         |
| Inst.                    | 19,970   | 19,480   | 18,300          | 18,530          | 19,230          | 18,920      | 17,560          | 16,990          | 18,300         |
| All Rks <sup>2</sup>     | 35,430   | 29,290   | 29,500          | 31,350          | 33,150          | 32,000      | 28,260          | 26,890          | 28,780         |
| CATEGORY IIA             |          |          |                 |                 |                 |             |                 |                 |                |
| Prof.                    | 39,770   | 29,970   | 29,870          | 33,220          | 36,880          | 32,830      | 30,460          | 29,420          | 31,910         |
| Assoc.                   | 30,470   | 25,640   | 24,950          | 27,520          | 29,390          | 26,130      | 25,720          | 24,910          | 26,020         |
| Ass't.                   | 24,460   | 21,660   | 21,210          | 22,830          | 23,580          | 21,830      | 21,820          | 20,550          | 21,860         |
| Inst.                    | 19,960   | 18,110   | 17,120          | 18,950          | 18,550          | 17,800      | 17,590          | 17,110          | 17,410         |
| All Rks <sup>2</sup>     | 33,070   | 25,460   | 24,080          | 27,030          | 28,950          | 26,050      | 24,370          | 23,330          | 25,050         |
| CATEGORY IIB             |          |          |                 |                 |                 |             |                 |                 |                |
| Prof.                    | 32,850   | 31,130   | 27,510          | 29,920          | 32,830          | 33,600      | 24,420          | 24,580          | 27,780         |
| Assoc.                   | 25,730   | 24,920   | 22,390          | 23,720          | 25,760          | 24,040      | 21,830          | 20,050          | 22,780         |
| Ass't.                   | 21,650   | 21,250   | 18,690          | 19,560          | 20,310          | 20,010      | 19,140          | 16,810          | 19,380         |
| Inst.                    | 18,560   | 17,890   | 16,000          | 16,010          | 17,130          | 16,360      | 15,470          | 14,290          | 15,610         |
| All Rks <sup>2</sup>     | 26,020   | 24,850   | 21,310          | 23,310          | 24,340          | 24,310      | 20,420          | 19,400          | 21,760         |
| CATEGORY III             |          |          |                 |                 |                 |             |                 |                 |                |
| Prof.                    | 32,990   | 26,380   | 27,060          | 31,020          | 32,730          | 27,960      | 26,610          | 23,790          | 28,480         |
| Assoc.                   | 32,350   | 24,460   | 23,670          | 27,430          | 28,450          | 24,210      | 23,920          | 22,490          | 23,940         |
| Ass't.                   | 28,030   | 22,370   | 20,190          | 23,700          | 23,950          | 20,480      | 20,740          | 19,550          | 20,030         |
| Inst.                    | 22,660   | 18,650   | 17,100          | 19,810          | 18,240          | 15,390      | 18,990          | 17,790          | 16,810         |
| All Rks <sup>2</sup>     | 30,380   | 22,170   | 21,380          | 24,910          | 26,060          | 22,670      | 22,030          | 19,870          | 21,760         |
| CATEGORY IV              |          |          |                 |                 |                 |             |                 |                 |                |
| No Rank                  | 31,420   | 24,410   | 21,110          | 25,820          | 19,220          | 17,030      | 21,220          | 18,050          | 19,500         |
| ALL CATEGORIES EXCEPT IV |          |          |                 |                 |                 |             |                 |                 |                |
| Prof.                    | 41,250   | 34,870   | 33,260          | 36,760          | 39,010          | 37,310      | 33,030          | 31,470          | 34,420         |
| Assoc.                   | 30,660   | 27,260   | 25,770          | 28,040          | 29,370          | 26,850      | 26,300          | 25,190          | 26,310         |
| Ass't.                   | 24,890   | 22,690   | 21,230          | 23,040          | 23,210          | 21,800      | 21,900          | 20,610          | 21,600         |
| Inst.                    | 20,280   | 19,030   | 17,150          | 18,500          | 18,310          | 17,230      | 17,580          | 16,860          | 17,090         |
| All Rks <sup>2</sup>     | 33,650   | 28,200   | 25,850          | 28,650          | 29,390          | 28,000      | 25,640          | 24,320          | 25,970         |

<sup>1</sup> Regions and geographic divisions of the United States, Department of Commerce, Bureau of the Census.

<sup>2</sup> The figure for "All Rks" includes the rank of lecturer.

Note: Figures have been rounded to the nearest \$10.

Table E  
Weighted Average Salary, by Academic Rank and for All Ranks Combined  
1980-81  
(Standard Academic-year Basis)

| State          | Prof.    | Assoc.   | Ass't.   | Inst.    | All Ranks |
|----------------|----------|----------|----------|----------|-----------|
| Alabama        | \$29,230 | \$23,300 | \$18,930 | \$15,860 | \$21,980  |
| Alaska         | 45,300   | 37,340   | 29,920   | 24,460   | 35,000    |
| Arizona        | 34,360   | 26,090   | 21,170   | 16,630   | 27,070    |
| Arkansas       | 26,400   | 21,130   | 17,910   | 14,140   | 20,640    |
| California     | 34,320   | 25,430   | 20,660   | 17,330   | 28,300    |
| Colorado       | 28,740   | 22,380   | 18,870   | 15,400   | 23,750    |
| Connecticut    | 33,230   | 23,520   | 19,400   | 16,390   | 24,970    |
| Delaware       | 34,220   | 24,250   | 18,820   | 15,830   | 23,980    |
| Dist. Columbia | 32,570   | 24,540   | 19,900   | 16,390   | 24,800    |
| Florida        | 29,230   | 21,990   | 18,580   | 14,380   | 22,520    |
| Georgia        | 30,640   | 23,110   | 19,160   | 15,410   | 22,840    |
| Hawaii         | 33,130   | 23,740   | 19,090   | 15,150   | 25,510    |
| Idaho          | 25,310   | 21,030   | 17,640   | 16,100   | 20,760    |
| Illinois       | 31,250   | 23,550   | 19,650   | 16,110   | 24,130    |
| Indiana        | 30,060   | 22,830   | 18,370   | 13,800   | 23,250    |
| Iowa           | 28,880   | 22,020   | 18,280   | 14,700   | 22,190    |
| Kansas         | 28,200   | 21,690   | 17,650   | 14,150   | 21,830    |
| Kentucky       | 27,520   | 21,880   | 18,280   | 14,720   | 21,760    |
| Louisiana      | 28,650   | 23,170   | 19,310   | 15,320   | 22,120    |
| Maine          | 27,040   | 20,530   | 16,600   | 13,710   | 20,540    |
| Maryland       | 32,300   | 25,090   | 20,190   | 15,750   | 24,300    |
| Massachusetts  | 32,500   | 23,480   | 18,990   | 14,930   | 24,570    |
| Michigan       | 31,870   | 24,110   | 19,870   | 16,060   | 25,130    |
| Minnesota      | 30,110   | 22,570   | 18,940   | 15,660   | 23,410    |
| Mississippi    | 27,270   | 22,090   | 18,160   | 14,310   | 21,210    |
| Missouri       | 29,030   | 22,790   | 18,560   | 15,050   | 22,560    |
| Montana        | 25,110   | 20,560   | 17,330   | 15,000   | 20,840    |
| Nebraska       | 27,300   | 21,650   | 17,620   | 14,100   | 21,500    |
| Nevada         | 30,820   | 24,360   | 20,200   | 16,490   | 24,920    |
| New Hampshire  | 27,910   | 21,100   | 18,860   | 14,580   | 21,510    |
| New Jersey     | 34,650   | 25,570   | 19,860   | 15,700   | 25,010    |
| New Mexico     | 30,880   | 23,270   | 19,060   | 15,790   | 23,500    |
| New York       | 32,450   | 24,130   | 19,160   | 14,970   | 24,350    |
| North Carolina | 30,750   | 23,270   | 19,040   | 14,840   | 23,260    |
| North Dakota   | 25,920   | 21,740   | 18,300   | 14,970   | 21,060    |
| Ohio           | 30,570   | 23,430   | 19,030   | 15,450   | 23,630    |
| Oklahoma       | 28,200   | 22,680   | 19,380   | 15,590   | 22,480    |
| Oregon         | 28,120   | 22,090   | 18,260   | 15,570   | 22,730    |
| Pennsylvania   | 31,280   | 23,960   | 19,140   | 15,290   | 24,020    |
| Rhode Island   | 31,240   | 23,320   | 19,020   | 15,360   | 24,470    |
| South Carolina | 29,150   | 22,490   | 18,090   | 14,390   | 21,700    |
| South Dakota   | 24,010   | 19,880   | 16,800   | 14,430   | 19,390    |
| Tennessee      | 27,350   | 21,450   | 17,530   | 14,560   | 20,930    |
| Texas          | 28,860   | 22,420   | 18,480   | 15,020   | 22,050    |
| Utah           | 30,600   | 23,300   | 19,190   | 15,860   | 24,500    |
| Vermont        | 27,810   | 21,110   | 17,350   | 14,220   | 21,220    |
| Virginia       | 29,510   | 22,610   | 18,430   | 14,630   | 21,830    |
| Washington     | 30,010   | 22,940   | 19,150   | 15,500   | 24,590    |
| West Virginia  | 25,590   | 20,680   | 17,280   | 14,100   | 19,890    |
| Wisconsin      | 30,250   | 23,060   | 19,330   | 15,910   | 23,880    |
| Wyoming        | 32,680   | 25,850   | 20,960   | 17,590   | 26,360    |
| Entire USA     | 30,870   | 23,290   | 18,980   | 15,150   | 23,650    |

Table F

Weighted Average Salary by Academic Rank for Category IIA Institutions  
1980-81

(Standard Academic-year Basis)

| State          | Prof.    | Assoc.   | Ass't.   | Inst.    | All Ranks |
|----------------|----------|----------|----------|----------|-----------|
| Alabama        | \$25,800 | \$22,090 | \$18,030 | \$15,340 | \$20,010  |
| Alaska         | 44,740   | 35,540   | 28,690   | 23,180   | 32,440    |
| Arizona        | 24,510   | 20,760   | 17,750   | *        | 20,450    |
| Arkansas       | 24,060   | 20,600   | 17,450   | 14,120   | 19,450    |
| California     | 32,590   | 25,970   | 20,150   | 16,660   | 27,480    |
| Colorado       | 25,780   | 21,660   | 18,470   | 14,530   | 22,440    |
| Connecticut    | 29,550   | 23,130   | 19,410   | 16,270   | 23,510    |
| Delaware       | *        | *        | *        | *        | *         |
| Dist/Columbia  | 31,780   | 25,580   | 20,740   | 16,890   | 24,430    |
| Florida        | 27,350   | 21,980   | 18,260   | 13,850   | 21,300    |
| Georgia        | 26,240   | 21,620   | 18,790   | 15,430   | 21,070    |
| Idaho          | 23,070   | 20,320   | 17,500   | 15,520   | 20,420    |
| Illinois       | 26,820   | 22,280   | 18,290   | 14,710   | 22,010    |
| Indiana        | 24,970   | 21,680   | 17,640   | 13,930   | 20,340    |
| Iowa           | 26,460   | 21,440   | 18,810   | 14,500   | 21,420    |
| Kansas         | 26,480   | 21,860   | 18,510   | 14,810   | 21,120    |
| Kentucky       | 25,460   | 21,290   | 17,930   | 14,680   | 20,670    |
| Louisiana      | 27,040   | 22,760   | 19,270   | 15,620   | 21,550    |
| Maine          | 26,980   | 21,530   | 16,590   | 15,140   | 20,790    |
| Maryland       | 30,320   | 24,890   | 20,600   | 16,060   | 23,340    |
| Massachusetts  | 28,270   | 22,480   | 18,830   | 15,380   | 22,460    |
| Michigan       | 28,910   | 23,170   | 19,420   | 16,570   | 23,040    |
| Minnesota      | 27,740   | 22,800   | 19,360   | 16,010   | 22,490    |
| Mississippi    | 23,820   | 21,170   | 17,810   | 14,850   | 19,090    |
| Missouri       | 26,400   | 22,070   | 18,440   | 15,000   | 20,510    |
| Montana        | 23,970   | 20,550   | 17,510   | 15,790   | 20,050    |
| Nebraska       | 25,330   | 21,330   | 17,640   | 14,490   | 20,390    |
| Nevada         | 30,480   | 24,170   | 20,360   | 16,130   | 24,140    |
| New Hampshire  | 25,040   | 20,060   | 18,160   | 14,370   | 19,930    |
| New Jersey     | 31,710   | 25,220   | 20,060   | 15,530   | 24,560    |
| New Mexico     | 27,680   | 23,470   | 18,970   | 15,390   | 22,330    |
| New York       | 30,430   | 23,660   | 19,170   | 15,050   | 23,450    |
| North Carolina | 28,090   | 23,140   | 19,440   | 15,850   | 22,480    |
| North Dakota   | 23,290   | 20,580   | 18,800   | 16,370   | 19,960    |
| Ohio           | 28,990   | 23,650   | 19,030   | 15,370   | 23,230    |
| Oklahoma       | 25,470   | 22,160   | 20,190   | 16,920   | 21,550    |
| Oregon         | 27,050   | 21,470   | 17,870   | 15,210   | 22,130    |
| Pennsylvania   | 30,340   | 24,690   | 19,720   | 15,820   | 24,480    |
| Rhode Island   | 27,810   | 23,020   | 19,110   | 16,050   | 22,200    |
| South Carolina | 27,000   | 21,650   | 18,470   | 14,600   | 20,830    |
| South Dakota   | 23,790   | 20,020   | 17,250   | 14,800   | 19,770    |
| Tennessee      | 26,730   | 22,010   | 18,180   | 15,120   | 21,210    |
| Texas          | 26,780   | 22,070   | 18,320   | 14,500   | 20,870    |
| Vermont        | 24,270   | 18,710   | 15,350   | 13,150   | 18,600    |
| Virginia       | 26,970   | 22,050   | 18,250   | 14,680   | 20,950    |
| Washington     | 26,280   | 21,770   | 18,060   | 14,840   | 22,170    |
| West Virginia  | 25,120   | 21,480   | 17,790   | 14,720   | 20,300    |
| Wisconsin      | 28,420   | 23,230   | 19,830   | 17,020   | 23,090    |
| All Combined   | 29,000   | 23,000   | 18,930   | 15,190   | 22,850    |

\* Sample too small to be meaningful. The states of Hawaii, Utah and Wyoming had no category IIA institutions.

Table G

Weighted Average Salaries for a Selected Group of 36 Institutions<sup>1</sup>,  
by Academic Rank and for All Ranks,  
1957-58 through 1980-81

(Standard Academic-year Basis)

| Academic<br>Year | Professor | Associate<br>Professor | Assistant<br>Professor | Instructor | All Ranks<br>Combined |
|------------------|-----------|------------------------|------------------------|------------|-----------------------|
| 1957-58          | \$10,550  | \$ 7,700               | \$ 6,110               | \$ 4,890   | \$ 7,760              |
| 1959-60          | 11,800    | 8,530                  | 6,790                  | 5,200      | 8,660                 |
| 1961-62          | 13,050    | 9,280                  | 7,400                  | 5,940      | 9,680                 |
| 1963-64          | 14,450    | 10,220                 | 8,130                  | 6,370      | 10,650                |
| 1965-66          | 16,110    | 11,310                 | 8,990                  | 7,110      | 11,840                |
| 1967-68          | 17,910    | 12,580                 | 10,010                 | 7,920      | 13,320                |
| 1969-70          | 19,930    | 13,920                 | 11,170                 | 8,560      | 14,980                |
| 1970-71          | 20,640    | 14,380                 | 11,600                 | 9,420      | 15,670                |
| 1971-72          | 21,080    | 14,740                 | 11,970                 | 9,750      | 16,280                |
| 1972-73          | 21,930    | 15,440                 | 12,630                 | 10,290     | 16,830                |
| 1973-74          | 23,010    | 16,230                 | 13,220                 | 10,810     | 17,810                |
| 1974-75          | 24,450    | 16,970                 | 12,900                 | 11,420     | 19,090                |
| 1975-76          | 26,040    | 18,180                 | 14,790                 | 12,130     | 20,450                |
| 1976-77          | 27,650    | 19,380                 | 15,740                 | 12,530     | 21,990                |
| 1977-78          | 28,450    | 20,120                 | 16,150                 | 12,890     | 22,670                |
| 1978-79          | 30,820    | 21,480                 | 17,380                 | 14,200     | 24,730                |
| 1979-80          | 33,150    | 23,050                 | 18,450                 | 14,850     | 26,520                |
| 1980-81          | 35,890    | 24,920                 | 20,180                 | 16,580     | 28,880                |

<sup>1</sup>Sample includes: Amherst Coll., Brown Univ., Columbia Univ., Cornell Univ., Bowdoin Coll., Swarthmore Coll., Wesleyan Univ., Dartmouth Coll., Johns Hopkins Univ., Princeton Univ., Univ. of Rochester, Yale Univ., Bryn Mawr Coll., Carleton Coll., Mills Coll., Pomona Coll., Reed Coll., Wabash Coll., Oberlin Coll., Northwestern Univ., Stanford Univ., Washington Univ., Duke Univ., Emory Univ., Rice Univ., Vanderbilt Univ., Calif. Inst. of Tech. (NR), M.I.T., and the Univs. of Calif., Illinois, Michigan, Minnesota, Washington and Wisconsin.

Table H

Salary Ranking of Major Public Universities in Alphabetical Order, by  
Academic Rank and for All Ranks  
1980-81

| Institution       | Professor | Associate Professor | Assistant Professor | Instructor | All Ranks Combined |
|-------------------|-----------|---------------------|---------------------|------------|--------------------|
| Univ. Alabama     | 33 (44)   | 36 (47)             | 39 (48)             | 32 (43)    | 39 (45)            |
| Univ. Alaska      | 1 ( 1)    | 1 ( 1)              | 1 ( 1)              | 1 (NA)     | 1 ( 1)             |
| Univ. Arizona     | 12 (12)   | 7 (10)              | 7 ( 8)              | 16 ( 6)    | 10 (13)            |
| Univ. Arkansas    | 42 (43)   | 43 (43)             | 35 (29)             | 35 (28)    | 41 (39)            |
| Univ. California  | 3 ( 3)    | 10 (11)             | 4 ( 2)              | NA (35)    | 2 ( 2)             |
| Univ. Colorado    | 40 (38)   | 41 (41)             | 32 (34)             | 5 (17)     | 23 (23)            |
| Univ. Connecticut | 8 ( 5)    | 13 ( 7)             | 14 ( 9)             | 7 ( 3)     | 9 ( 5)             |
| Univ. Delaware    | 9 ( 7)    | 18 (12)             | 34 (31)             | 18 (20)    | 30 (28)            |
| Univ. Florida     | 32 (37)   | 38 (40)             | 12 (12)             | 21 (12)    | 34 (31)            |
| Univ. Georgia     | 11 (19)   | 9 (22)              | 13 (20)             | 4 (32)     | 22 (30)            |
| Univ. Hawaii      | 20 (17)   | 24 (23)             | 28 (24)             | 28 (26)    | 20 (17)            |
| Univ. Idaho       | 45 (45)   | 45 (44)             | 45 (42)             | NA (NA)    | 40 (38)            |
| Univ. Illinois    | 10 (10)   | 19 (21)             | 5 ( 6)              | 3 ( 1)     | 6 ( 4)             |
| Indiana Univ.     | 25 (27)   | 29 (32)             | 26 (30)             | NA (NA)    | 16 (22)            |
| Univ. Iowa        | 23 (21)   | 17 (15)             | 16 (23)             | 10 (16)    | 17 (21)            |
| Univ. Kansas      | 34 (31)   | 39 (36)             | 38 (28)             | 26 (11)    | 29 (24)            |
| Univ. Kentucky    | 28 (33)   | 25 (33)             | 19 (32)             | 13 ( 5)    | 33 (37)            |
| Louisiana St. U.  | 17 (25)   | 11 (17)             | 6 (10)              | 27 (27)    | 26 (29)            |
| Univ. Maine       | 48 (48)   | 49 (48)             | 50 (50)             | 47 (46)    | 49 (49)            |
| Univ. Maryland    | 15 (22)   | 15 (25)             | 18 (25)             | 37 (33)    | 31 (36)            |
| Univ. Mass.       | 29 (23)   | 23 (14)             | 24 (16)             | 15 ( 4)    | 19 (12)            |
| Univ. Michigan    | 5 ( 6)    | 3 ( 6)              | 8 ( 7)              | 19 (24)    | 3 ( 3)             |
| Univ. Minnesota   | 19 (15)   | 21 (20)             | 15 (15)             | 11 ( 9)    | 13 (11)            |
| Univ. Mississippi | 45 (39)   | 34 (34)             | 41 (44)             | 45 (44)    | 42 (43)            |
| Univ. Missouri    | 36 (34)   | 26 (26)             | 20 (19)             | 14 ( 7)    | 28 (27)            |
| Univ. Montana     | 50 (50)   | 50 (50)             | 49 (47)             | 24 (14)    | 47 (47)            |
| Univ. Nebraska    | 41 (46)   | 42 (42)             | 33 (40)             | 44 (22)    | 37 (48)            |
| Univ. Nevada      | 31 (28)   | 20 (19)             | 23 (14)             | 8 (NA)     | 25 (18)            |
| Univ. N.H.        | 37 (36)   | 35 (31)             | 44 (41)             | 23 (15)    | 43 (41)            |
| Rutgers St. Univ. | 2 ( 2)    | 2 ( 2)              | 11 (36)             | 20 (34)    | 4 (16)             |
| Univ. N.Mex.      | 27 (29)   | 32 (37)             | 30 (38)             | 31 (29)    | 35 (34)            |
| SUNY at Buffalo   | 7 ( 8)    | 14 (13)             | 31 (46)             | 40 (23)    | 14 (15)            |
| Univ. N.C.        | 5 ( 9)    | 4 ( 9)              | 2 ( 3)              | 2 (10)     | 5 ( 7)             |
| Univ. N.Dak.      | 49 (47)   | 47 (46)             | 46 (45)             | 33 (38)    | 46 (46)            |
| Ohio State Univ.  | 14 (13)   | 8 ( 8)              | 3 ( 4)              | 9 (13)     | 8 (10)             |
| Univ. Oklahoma    | 35 (40)   | 31 (38)             | 36 (35)             | 46 (45)    | 38 (40)            |
| Univ. Oregon      | 38 (32)   | 37 (39)             | 40 (39)             | 17 (18)    | 36 (33)            |
| Penn. St. Univ.   | 13 (11)   | 6 ( 4)              | 10 (11)             | 22 (21)    | 18 (14)            |
| Univ. R.H.        | 30 (30)   | 28 (24)             | 21 (18)             | 34 (40)    | 24 (26)            |
| Univ. S.C.        | 18 (16)   | 16 (16)             | 25 (21)             | 30 (30)    | 32 (32)            |
| Univ. S.Dak.      | 47 (49)   | 48 (49)             | 48 (49)             | 43 (41)    | 50 (50)            |
| Univ. Tennessee   | 46 (35)   | 46 (30)             | 47 (26)             | 42 (39)    | 48 (35)            |
| Univ. Texas       | 21 (18)   | 33 (28)             | 37 (27)             | 38 (31)    | 27 (25)            |
| Univ. Utah        | 22 (24)   | 27 (29)             | 27 (22)             | 12 ( 8)    | 15 (20)            |
| Univ. Vermont     | 43 (42)   | 44 (45)             | 42 (43)             | 41 (37)    | 44 (42)            |
| Univ. Virginia    | 4 ( 4)    | 5 ( 3)              | 29 (33)             | 36 (36)    | 11 ( 8)            |
| Univ. Washington  | 16 (14)   | 22 (18)             | 22 (13)             | 29 (25)    | 12 ( 9)            |
| West Virginia U.  | 44 (41)   | 40 (35)             | 43 (37)             | 39 (42)    | 45 (44)            |
| Univ. Wisconsin   | 26 (20)   | 30 (27)             | 17 (17)             | 25 (19)    | 7 ( 6)             |
| Univ. Wyoming     | 24 (26)   | 12 ( 5)             | 9 ( 5)              | 6 ( 2)     | 21 (19)            |

Figures in parentheses are for 1979-80

Table I

Compensation Ranking of Major Public Universities in Alphabetical Order,  
by Academic Rank and for All Ranks,  
1980-81

| Institution         | Professor | Associate Professor | Assistant Professor | Instructor | All Ranks Combined |
|---------------------|-----------|---------------------|---------------------|------------|--------------------|
| Univ. Alabama       | 37 (45)   | 38 (46)             | 42 (47)             | 32 (43)    | 41 (45)            |
| Univ. Alaska        | 2 ( 2)    | 1 ( 1)              | 1 ( 1)              | 1 (NA)     | 2 ( 2)             |
| Univ. Arizona       | 14 (17)   | 10 (13)             | 8 (11)              | 16 ( 7)    | 13 (14)            |
| Univ. Arkansas      | 38 (39)   | 40 (41)             | 40 (33)             | 41 (34)    | 40 (37)            |
| Univ. California    | 1 ( 1)    | 2 ( 2)              | 2 ( 2)              | NA (18)    | 1 ( 1)             |
| Univ. Colorado      | 40 (26)   | 42 (42)             | 38 (40)             | 18 (28)    | 26 (27)            |
| Univ. Connecticut   | 10 ( 9)   | 13 (12)             | 14 (10)             | 7 ( 4)     | 14 ( 7)            |
| Univ. Delaware      | 8 ( 7)    | 12 (10)             | 22 (21)             | 14 (16)    | 23 (23)            |
| Univ. Florida       | 43 (32)   | 47 (47)             | 34 (32)             | 36 (26)    | 43 (41)            |
| Univ. Georgia       | 26 (31)   | 30 (33)             | 33 (35)             | 19 (38)    | 34 (40)            |
| Univ. Hawaii        | 19 (16)   | 21 (21)             | 23 (20)             | 22 (23)    | 19 (17)            |
| Univ. Idaho         | 44 (38)   | 37 (39)             | 39 (36)             | NA (NA)    | 35 (30)            |
| Univ. Illinois      | 11 (10)   | 26 (24)             | 9 ( 9)              | 5 ( 1)     | 8 ( 6)             |
| Indiana Univ.       | 17 (21)   | 16 (22)             | 13 (16)             | NA (NA)    | 15 (13)            |
| Univ. Iowa          | 22 (20)   | 15 (11)             | 10 (15)             | 8 ( 8)     | 17 (15)            |
| Univ. Kansas        | 35 (27)   | 39 (37)             | 43 (34)             | 29 (17)    | 30 (26)            |
| Univ. Kentucky      | 29 (37)   | 29 (29)             | 27 (27)             | 21 (13)    | 27 (29)            |
| Louisiana St. Univ. | 25 (30)   | 24 (28)             | 18 (23)             | 34 (33)    | 33 (35)            |
| Univ. Maine         | 46 (49)   | 48 (48)             | 49 (50)             | 47 (46)    | 47 (49)            |
| Univ. Maryland      | 21 (36)   | 23 (27)             | 25 (24)             | 35 (32)    | 29 (32)            |
| Univ. Mass.         | 42 (23)   | 43 (38)             | 44 (43)             | 27 (25)    | 37 (28)            |
| Univ. Michigan      | 5 ( 4)    | 3 ( 4)              | 3 ( 3)              | 10 (11)    | 3 ( 3)             |
| Univ. Minnesota     | 13 ( 8)   | 11 ( 5)             | 6 ( 4)              | 3 ( 2)     | 6 ( 5)             |
| Univ. Mississippi   | 45 (43)   | 44 (45)             | 47 (49)             | 45 (44)    | 48 (48)            |
| Univ. Missouri      | 32 (29)   | 27 (40)             | 21 (38)             | 13 (22)    | 25 (38)            |
| Univ. Montana       | 50 (47)   | 50 (49)             | 46 (46)             | 24 (19)    | 45 (44)            |
| Univ. Nebraska      | 41 (48)   | 41 (43)             | 37 (44)             | 43 (27)    | 39 (47)            |
| Univ. Nevada        | 34 (24)   | 32 (25)             | 30 (22)             | 12 (NA)    | 28 (25)            |
| Univ. N.H.          | 33 (41)   | 33 (26)             | 36 (31)             | 20 (15)    | 42 (39)            |
| Rutgers St. Univ.   | 3 ( 3)    | 5 ( 3)              | 24 (26)             | 23 (31)    | 11 (21)            |
| Univ. New Mexico    | 31 (34)   | 35 (36)             | 35 (41)             | 33 (30)    | 36 (31)            |
| SUNY at Buffalo     | 4 ( 5)    | 7 ( 6)              | 17 (28)             | 30 (12)    | 7 (10)             |
| Univ. N.C.          | 9 (11)    | 6 (15)              | 5 ( 7)              | 2 (14)     | 5 (12)             |
| Univ. N.Dak.        | 49 (46)   | 46 (44)             | 45 (45)             | 38 (42)    | 46 (46)            |
| Ohio State Univ.    | 12 (13)   | 9 ( 8)              | 4 ( 5)              | 9 (10)     | 9 ( 9)             |
| Univ. Oklahoma      | 30 (40)   | 31 (35)             | 31 (29)             | 46 (45)    | 32 (36)            |
| Univ. Oregon        | 24 (22)   | 19 (23)             | 19 (18)             | 6 ( 5)     | 21 (19)            |
| Penn. State Univ.   | 7 (14)    | 4 ( 7)              | 7 (13)              | 15 (21)    | 12 (18)            |
| Univ. R.H.          | 27 (28)   | 18 (19)             | 16 (19)             | 37 (35)    | 20 (22)            |
| Univ. S.C.          | 23 (33)   | 25 (34)             | 28 (42)             | 28 (40)    | 31 (42)            |
| Univ. S. Dak.       | 48 (50)   | 49 (50)             | 48 (48)             | 42 (41)    | 50 (50)            |
| Univ. Tennessee     | 47 (35)   | 45 (31)             | 50 (30)             | 44 (39)    | 49 (34)            |
| Univ. Texas         | 18 (18)   | 28 (20)             | 26 (17)             | 26 (24)    | 22 (20)            |
| Univ. Utah          | 15 (19)   | 14 (16)             | 12 ( 8)             | 4 ( 3)     | 10 (11)            |
| Univ. Vermont       | 36 (42)   | 34 (30)             | 29 (25)             | 31 (29)    | 38 (33)            |
| Univ. Virginia      | 6 ( 6)    | 8 ( 9)              | 32 (39)             | 40 (37)    | 18 (16)            |
| Univ. Washington    | 16 (12)   | 20 (14)             | 20 (12)             | 25 (20)    | 16 ( 8)            |
| West Virginia U.    | 39 (44)   | 36 (32)             | 41 (37)             | 39 (36)    | 44 (43)            |
| Univ. Wisconsin     | 20 (15)   | 22 (17)             | 11 ( 6)             | 17 ( 9)    | 4 ( 4)             |
| Univ. Wyoming       | 28 (25)   | 17 (18)             | 15 (14)             | 11 ( 6)    | 24 (24)            |

Figures in parentheses are for 1979-80.

Table J

Weighted Average Salary and Average Compensation by Rank and for All  
Ranks Combined for the "IVY LEAGUE," 1971-72 through 1980-81<sup>1</sup>  
(Standard Academic-Year Basis)

| Academic<br>Year | Professor | Associate<br>Professor | Assistant<br>Professor | Instructor | All<br>Ranks <sup>2</sup> |
|------------------|-----------|------------------------|------------------------|------------|---------------------------|
| SALARY           |           |                        |                        |            |                           |
| 1971-72          | \$22,930  | \$15,730               | \$12,300               | \$10,020   | \$17,790                  |
| 1972-73          | 23,760    | 16,380                 | 12,670                 | 10,150     | 18,510                    |
| 1973-74          | 24,990    | 17,060                 | 13,280                 | 10,530     | 19,470                    |
| 1974-75          | 26,170    | 17,890                 | 13,780                 | 11,140     | 20,310                    |
| 1975-76          | 27,730    | 18,910                 | 14,570                 | 11,560     | 21,540                    |
| 1976-77          | 29,410    | 19,990                 | 15,430                 | 12,070     | 22,890                    |
| 1977-78          | 30,990    | 20,990                 | 15,820                 | 12,870     | 24,270                    |
| 1978-79          | 32,950    | 22,080                 | 17,310                 | 14,160     | 25,810                    |
| 1979-80          | 35,590    | 23,590                 | 18,460                 | 14,850     | 27,690                    |
| 1980-81          | 38,380    | 25,770                 | 20,350                 | 16,750     | 30,150                    |
| COMPENSATION     |           |                        |                        |            |                           |
| 1971-72          | 26,890    | 18,230                 | 14,120                 | 10,790     | 20,680                    |
| 1972-73          | 27,890    | 18,960                 | 14,430                 | 11,120     | 21,520                    |
| 1973-74          | 29,640    | 19,970                 | 15,200                 | 11,610     | 22,840                    |
| 1974-75          | 31,020    | 20,950                 | 15,800                 | 12,300     | 23,790                    |
| 1975-76          | 32,960    | 22,020                 | 16,730                 | 12,660     | 25,290                    |
| 1976-77          | 35,110    | 23,340                 | 17,740                 | 13,480     | 26,990                    |
| 1977-78          | 37,030    | 24,140                 | 18,650                 | 14,290     | 28,480                    |
| 1978-79          | 39,610    | 26,040                 | 20,020                 | 15,790     | 30,660                    |
| 1979-80          | 42,860    | 28,080                 | 21,600                 | 16,880     | 33,080                    |
| 1980-81          | 46,570    | 30,620                 | 23,730                 | 19,020     | 36,180                    |

<sup>1</sup>Sample includes: Brown, Columbia, Cornell, Dartmouth, Harvard, Princeton  
Yale, and the University of Pennsylvania.

<sup>2</sup>All Ranks including Lecturer.

Table K

Weighted Average Salary and Average Compensation by Rank and for All  
Ranks Combined for the "BIG TEN," 1970-71 through 1980-81<sup>1</sup>  
(Standard Academic-Year Basis)

| Academic<br>Year | Professor | Associate<br>Professor | Assistant<br>Professor | Instructor | All Ranks<br>Combined <sup>2</sup> |
|------------------|-----------|------------------------|------------------------|------------|------------------------------------|
| SALARY           |           |                        |                        |            |                                    |
| 1970-71          | \$19,770  | \$14,480               | \$11,910               | \$ 9,420   | \$14,900                           |
| 1971-72          | 20,490    | 14,990                 | 12,370                 | 9,830      | 15,620                             |
| 1972-73          | 21,060    | 15,550                 | 12,820                 | 10,050     | 16,310                             |
| 1973-74          | 22,140    | 16,240                 | 13,360                 | 10,540     | 17,200                             |
| 1974-75          | 23,460    | 17,090                 | 14,090                 | 11,200     | 18,600                             |
| 1975-76          | 25,170    | 18,450                 | 15,130                 | 12,160     | 20,120                             |
| 1976-77          | 26,430    | 19,460                 | 16,240                 | 12,680     | 21,300                             |
| 1977-78          | 27,780    | 20,330                 | 16,700                 | 13,160     | 22,400                             |
| 1978-79          | 29,740    | 21,730                 | 17,840                 | 14,400     | 24,220                             |
| 1979-80          | 31,650    | 23,100                 | 18,950                 | 15,190     | 25,770                             |
| 1980-81          | 34,420    | 25,210                 | 20,890                 | 16,600     | 28,360                             |
| COMPENSATION     |           |                        |                        |            |                                    |
| 1970-71          | 22,380    | 16,520                 | 13,600                 | 10,720     | 16,960                             |
| 1971-72          | 23,470    | 17,270                 | 14,290                 | 11,290     | 17,960                             |
| 1972-73          | 24,180    | 17,960                 | 14,840                 | 11,570     | 18,790                             |
| 1973-74          | 25,590    | 18,920                 | 15,640                 | 12,240     | 19,990                             |
| 1974-75          | 27,240    | 20,030                 | 16,600                 | 13,230     | 21,720                             |
| 1975-76          | 29,320    | 21,700                 | 17,910                 | 14,400     | 23,570                             |
| 1976-77          | 30,950    | 23,030                 | 19,320                 | 15,050     | 25,090                             |
| 1977-78          | 32,730    | 24,250                 | 20,080                 | 15,760     | 26,580                             |
| 1978-79          | 35,110    | 25,980                 | 21,460                 | 17,360     | 28,780                             |
| 1979-80          | 37,720    | 27,890                 | 22,990                 | 18,450     | 30,920                             |
| 1980-81          | 41,100    | 30,510                 | 25,360                 | 20,200     | 34,070                             |

<sup>1</sup> Sample includes: Indiana, Michigan State, Northwestern, Ohio State and Purdue Universities, and the Universities of Illinois, Iowa, Michigan, Minnesota, and Wisconsin.

<sup>2</sup> All Ranks including Lecturer.

Table L

Percentage of Full-Time Faculty Members with Tenure Status, by  
Type of Affiliation and Academic Rank, 1974-75 through 1980-81

| Academic<br>Year                | All<br>Combined | Public | Private<br>Independent | Church-<br>Related |
|---------------------------------|-----------------|--------|------------------------|--------------------|
| PROFESSOR                       |                 |        |                        |                    |
| 1974-75                         | 95%             | 95%    | 96%                    | 94%                |
| 1975-76                         | 95              | 95     | 97                     | 94                 |
| 1976-77                         | 93              | 93     | 95                     | 91                 |
| 1977-78                         | 96              | 96     | 96                     | 93                 |
| 1978-79                         | 96              | 97     | 96                     | 93                 |
| 1979-80                         | 96              | 97     | 96                     | 93                 |
| 1980-81                         | 96              | 97     | 95                     | 92                 |
| ASSOCIATE PROFESSOR             |                 |        |                        |                    |
| 1974-75                         | 81              | 83     | 75                     | 78                 |
| 1975-76                         | 83              | 85     | 76                     | 79                 |
| 1976-77                         | 81              | 83     | 74                     | 75                 |
| 1977-78                         | 83              | 86     | 76                     | 77                 |
| 1978-79                         | 83              | 86     | 76                     | 77                 |
| 1979-80                         | 86              | 89     | 75                     | 77                 |
| 1980-81                         | 83              | 86     | 76                     | 76                 |
| ASSISTANT PROFESSOR             |                 |        |                        |                    |
| 1974-75                         | 29              | 32     | 15                     | 28                 |
| 1975-76                         | 29              | 31     | 15                     | 28                 |
| 1976-77                         | 30              | 33     | 17                     | 27                 |
| 1977-78                         | 31              | 35     | 17                     | 28                 |
| 1978-79                         | 28              | 32     | 15                     | 26                 |
| 1979-80                         | 28              | 32     | 14                     | 25                 |
| 1980-81                         | 28              | 33     | 14                     | 23                 |
| ALL RANKS COMBINED <sup>1</sup> |                 |        |                        |                    |
| 1974-75                         | 60              | 62     | 56                     | 56                 |
| 1975-76                         | 60              | 61     | 58                     | 56                 |
| 1976-77                         | 60              | 62     | 55                     | 53                 |
| 1977-78                         | 62              | 65     | 56                     | 56                 |
| 1978-79                         | 63              | 66     | 59                     | 55                 |
| 1979-80                         | 64              | 70     | 58                     | 55                 |
| 1980-81                         | 65              | 68     | 59                     | 55                 |

<sup>1</sup>All Ranks including Instructor.

Table M

Percentage of Full-Time Faculty Members with Tenure Status, by  
Category and Academic Rank, 1974-75 through 1980-81

| Academic<br>Year                | All<br>Combined <sup>1</sup> | CATEGORIES: |     |     |     |         |
|---------------------------------|------------------------------|-------------|-----|-----|-----|---------|
|                                 |                              | I           | IIA | IIB | III | IV      |
| PROFESSOR                       |                              |             |     |     |     |         |
| 1974-75                         | 95%                          | 96%         | 94% | 94% | 92% | -       |
| 1975-76                         | 95                           | 95          | 95  | 94  | 96  | -       |
| 1976-77                         | 93                           | 94          | 94  | 92  | 90  | -       |
| 1977-78                         | 96                           | 97          | 94  | 94  | 96  | -       |
| 1978-79                         | 96                           | 97          | 95  | 94  | 95  | -       |
| 1979-80                         | 96                           | 97          | 95  | 94  | 96  | -       |
| 1980-81                         | 96                           | 97          | 96  | 93  | 95  | -       |
| ASSOCIATE PROFESSOR             |                              |             |     |     |     |         |
| 1974-75                         | 81                           | 83          | 80  | 77  | 82  | -       |
| 1975-76                         | 83                           | 84          | 82  | 79  | 90  | -       |
| 1976-77                         | 81                           | 81          | 81  | 76  | 83  | -       |
| 1977-78                         | 83                           | 84          | 81  | 80  | 90  | -       |
| 1978-79                         | 83                           | 84          | 82  | 80  | 88  | -       |
| 1979-80                         | 86                           | 84          | 82  | 79  | 89  | -       |
| 1980-81                         | 83                           | 85          | 82  | 80  | 89  | -       |
| ASSISTANT PROFESSOR             |                              |             |     |     |     |         |
| 1974-75                         | 29                           | 18          | 37  | 27  | 49  | -       |
| 1975-76                         | 31                           | 17          | 36  | 29  | 59  | -       |
| 1976-77                         | 30                           | 17          | 37  | 28  | 52  | -       |
| 1977-78                         | 31                           | 14          | 38  | 29  | 61  | -       |
| 1978-79                         | 28                           | 16          | 36  | 27  | 56  | -       |
| 1979-80                         | 28                           | 17          | 35  | 26  | 58  | -       |
| 1980-81                         | 28                           | 16          | 35  | 26  | 59  | -       |
| ALL RANKS COMBINED <sup>2</sup> |                              |             |     |     |     | NO RANK |
| 1974-75                         | 60                           | 62          | 61  | 53  | 53  | 64      |
| 1975-76                         | 60                           | 59          | 63  | 58  | 62  | 63      |
| 1976-77                         | 60                           | 61          | 62  | 52  | 56  | 69      |
| 1977-78                         | 62                           | 65          | 62  | 53  | 65  | 74      |
| 1978-79                         | 63                           | 65          | 64  | 55  | 64  | 78      |
| 1979-80                         | 64                           | 66          | 65  | 55  | 65  | 79      |
| 1980-81                         | 65                           | 67          | 67  | 56  | 68  | 80      |

1 All categories combined except IV.

2 All Ranks combined including Instructor.

Table N

Average Salary and Average Compensation as a Percentage of Professors'  
Average Salary and Average Compensation, by Rank, Category of  
Institution, and Type of Affiliation, 1980-81<sup>1</sup>

| Academic Rank           | SALARY       |        |              |                | COMPENSATION |        |              |                |
|-------------------------|--------------|--------|--------------|----------------|--------------|--------|--------------|----------------|
|                         | All Combined | Public | Private Ind. | Church-Related | All Combined | Public | Private Ind. | Church-Related |
| CATEGORY I              |              |        |              |                |              |        |              |                |
| Professor               | 100.0        | 100.0  | 100.0        | 100.0          | 100.0        | 100.0  | 100.0        | 100.0          |
| Associate               | 73.4         | 74.5   | 70.3         | 76.2           | 73.7         | 75.0   | 69.8         | 76.5           |
| Assistant               | 59.3         | 60.3   | 56.0         | 62.1           | 59.5         | 60.9   | 54.8         | 61.9           |
| Instructor              | 46.7         | 47.0   | 45.8         | 51.4           | 46.7         | 47.4   | 44.5         | 50.4           |
| CATEGORY IIA            |              |        |              |                |              |        |              |                |
| Professor               | 100.0        | 100.0  | 100.0        | 100.0          | 100.0        | 100.0  | 100.0        | 100.0          |
| Associate               | 79.3         | 79.2   | 89.0         | 82.4           | 79.1         | 79.1   | 78.6         | 82.1           |
| Assistant               | 65.3         | 65.2   | 64.7         | 69.1           | 64.6         | 64.6   | 64.0         | 68.3           |
| Instructor              | 52.4         | 52.4   | 51.8         | 55.0           | 51.3         | 51.5   | 50.2         | 53.6           |
| CATEGORY IIB            |              |        |              |                |              |        |              |                |
| Professor               | 100.0        | 100.0  | 100.0        | 100.0          | 100.0        | 100.0  | 100.0        | 100.0          |
| Associate               | 80.1         | 82.9   | 75.6         | 82.7           | 79.6         | 83.3   | 74.6         | 82.2           |
| Assistant               | 67.1         | 69.9   | 61.9         | 70.1           | 65.9         | 70.4   | 60.3         | 68.7           |
| Instructor              | 55.7         | 56.2   | 51.1         | 59.2           | 54.1         | 56.7   | 48.9         | 57.1           |
| CATEGORY III            |              |        |              |                |              |        |              |                |
| Professor               | 100.0        | 100.0  | 100.0        | 100.0          | 100.0        | 100.0  | 100.0        | 100.0          |
| Associate               | 86.5         | 86.4   | 80.4         | 91.9           | 86.9         | 86.8   | 80.7         | 91.1           |
| Assistant               | 72.6         | 72.9   | 60.6         | 79.7           | 73.1         | 73.5   | 61.3         | 78.2           |
| Instructor              | 59.7         | 60.9   | 49.5         | 65.5           | 59.7         | 61.1   | 47.4         | 62.5           |
| ALL CATEGORIES COMBINED |              |        |              |                |              |        |              |                |
| Professor               | 100.0        | 100.0  | 100.0        | 100.0          | 100.0        | 100.0  | 100.0        | 100.0          |
| Associate               | 75.4         | 76.3   | 71.1         | 80.9           | 75.5         | 76.6   | 70.5         | 80.7           |
| Assistant               | 61.5         | 62.5   | 57.2         | 67.4           | 61.2         | 62.6   | 55.9         | 66.5           |
| Instructor              | 49.1         | 49.9   | 44.7         | 54.8           | 48.5         | 49.7   | 43.1         | 53.2           |

<sup>1</sup>Sample includes 1,861 institutions.

Table 0

Percentage Distribution of Full-Time Faculty Members, by Rank,  
Category of Institution, and Affiliation, 1980-81

| Academic Rank           | All Combined | Public | Private Independent | Church-Related |
|-------------------------|--------------|--------|---------------------|----------------|
| CATEGORY I              |              |        |                     |                |
| Professor               | 37.7%        | 37.1%  | 42.3%               | 28.6%          |
| Associate               | 28.5         | 29.1   | 25.1                | 31.9           |
| Assistant               | 26.1         | 25.8   | 26.3                | 31.5           |
| Instructor              | 5.2          | 5.4    | 4.3                 | 6.3            |
| Lecturer                | 2.4          | 2.5    | 2.0                 | 1.6            |
| All Ranks               | 100.0        | 100.0  | 100.0               | 100.0          |
| CATEGORY IIA            |              |        |                     |                |
| Professor               | 30.3         | 31.0   | 27.7                | 28.4           |
| Associate               | 30.4         | 30.4   | 30.7                | 29.9           |
| Assistant               | 28.9         | 28.2   | 30.7                | 31.7           |
| Instructor              | 8.8          | 8.7    | 9.1                 | 9.4            |
| Lecturer                | 1.6          | 1.7    | 1.8                 | 0.5            |
| All Ranks               | 100.0        | 100.0  | 100.0               | 100.0          |
| CATEGORY IIB            |              |        |                     |                |
| Professor               | 23.9         | 20.1   | 27.3                | 23.5           |
| Associate               | 28.7         | 30.3   | 27.1                | 29.0           |
| Assistant               | 34.5         | 34.7   | 34.4                | 34.5           |
| Instructor              | 12.2         | 13.5   | 10.5                | 12.8           |
| Lecturer                | 0.7          | 1.4    | 0.8                 | 0.2            |
| All Ranks               | 100.0        | 100.0  | 100.0               | 100.0          |
| CATEGORY III            |              |        |                     |                |
| Professor               | 17.4         | 17.5   | 13.5                | 20.2           |
| Associate               | 28.7         | 29.2   | 23.2                | 17.1           |
| Assistant               | 33.6         | 33.8   | 29.5                | 31.6           |
| Instructor              | 19.4         | 18.4   | 33.4                | 31.0           |
| Lecturer                | 1.0          | 1.1    | 0.4                 | -              |
| All Ranks               | 100.0        | 100.0  | 100.0               | 100.0          |
| ALL CATEGORIES COMBINED |              |        |                     |                |
| Professor               | 31.7         | 32.0   | 34.2                | 25.8           |
| Associate               | 29.1         | 29.6   | 27.0                | 29.6           |
| Assistant               | 28.7         | 27.9   | 29.4                | 33.1           |
| Instructor              | 8.6          | 8.4    | 7.7                 | 11.0           |
| Lecturer                | 1.8          | 2.0    | 1.7                 | 0.5            |
| All Ranks               | 100.0        | 100.0  | 100.0               | 100.0          |

Sample includes 1,861 institutions. Percentages may not add up to 100 because of rounding.

Table P  
Distribution of Faculty Members by Individual Salaries in All  
Institutions for All Ranks Combined, 1980-81

| Salary<br>Intervals | All<br>Combined <sup>1</sup> | CATEGORIES: |      |      |      |      |
|---------------------|------------------------------|-------------|------|------|------|------|
|                     |                              | I           | IIA  | IIB  | III  | IV   |
| \$50,000 & over     | *                            | 0.8%        | -    | -    | -    | -    |
| 49,000 "            | *                            | 1.0         | -    | -    | -    | -    |
| 48,000 "            | 0.6%                         | 1.3         | *    | -    | -    | -    |
| 47,000 "            | 0.7                          | 1.5         | *    | -    | -    | -    |
| 46,000 "            | 0.8                          | 1.7         | *    | -    | -    | -    |
| 45,000 "            | 0.9                          | 2.0         | *    | -    | -    | -    |
| 44,000 "            | 1.2                          | 2.5         | *    | *    | -    | -    |
| 43,000 "            | 1.4                          | 3.0         | *    | *    | -    | -    |
| 42,000 "            | 1.6                          | 3.5         | *    | *    | -    | -    |
| 41,000 "            | 2.3                          | 4.9         | *    | *    | *    | -    |
| 40,000 "            | 2.7                          | 5.8         | 0.5% | *    | *    | *    |
| 39,000 "            | 3.2                          | 6.8         | 0.6  | 0.5% | *    | *    |
| 38,000 "            | 8.9                          | 8.4         | 14.6 | 0.6  | *    | *    |
| 37,000 "            | 9.6                          | 9.6         | 14.8 | 0.8  | *    | *    |
| 36,000 "            | 10.3                         | 11.1        | 15.0 | 1.0  | *    | *    |
| 35,000 "            | 11.2                         | 12.7        | 15.3 | 1.3  | 0.6% | 0.5% |
| 34,000 "            | 13.7                         | 14.9        | 19.6 | 1.6  | 0.9  | 1.3  |
| 33,000 "            | 15.5                         | 17.2        | 20.4 | 2.0  | 1.5  | 3.7  |
| 32,000 "            | 16.8                         | 18.7        | 21.7 | 2.5  | 2.3  | 6.2  |
| 31,000 "            | 19.1                         | 21.8        | 23.9 | 3.3  | 3.1  | 9.1  |
| 30,000 "            | 21.1                         | 25.9        | 25.1 | 4.3  | 4.7  | 11.8 |
| 29,000 "            | 23.8                         | 29.6        | 27.3 | 5.3  | 6.9  | 14.9 |
| 28,000 "            | 26.9                         | 33.6        | 29.9 | 6.6  | 9.2  | 18.2 |
| 27,000 "            | 30.5                         | 37.8        | 34.0 | 8.3  | 11.5 | 21.0 |
| 26,000 "            | 34.8                         | 42.7        | 38.3 | 10.8 | 14.6 | 24.5 |
| 25,000 "            | 38.8                         | 47.7        | 41.8 | 13.5 | 17.7 | 29.4 |
| 24,000 "            | 43.7                         | 53.6        | 46.3 | 16.7 | 22.2 | 33.5 |
| 23,000 "            | 48.7                         | 59.0        | 51.2 | 20.5 | 27.3 | 38.1 |
| 22,000 "            | 54.1                         | 64.3        | 56.9 | 25.1 | 33.0 | 43.1 |
| 21,000 "            | 60.2                         | 69.8        | 63.6 | 31.0 | 39.8 | 48.7 |
| 20,000 "            | 66.4                         | 75.7        | 69.6 | 38.0 | 47.2 | 55.0 |
| 19,000 "            | 72.2                         | 80.8        | 75.1 | 45.5 | 55.3 | 61.0 |
| 18,000 "            | 78.0                         | 85.6        | 80.7 | 53.7 | 63.6 | 67.2 |
| 17,000 "            | 83.4                         | 90.0        | 85.8 | 62.5 | 71.0 | 73.4 |
| 16,000 "            | 88.4                         | 93.5        | 90.3 | 72.0 | 79.3 | 80.1 |
| 15,000 "            | 92.3                         | 96.0        | 93.6 | 80.7 | 85.6 | 85.3 |
| 14,000 "            | 95.3                         | 97.7        | 96.2 | 87.9 | 90.9 | 90.0 |
| 13,000 "            | 97.4                         | 98.7        | 97.9 | 93.3 | 94.5 | 93.4 |
| 12,000 "            | 98.7                         | 99.4        | 98.9 | 96.5 | 97.2 | 96.2 |
| 11,000 "            | 99.3                         | 99.7        | 99.4 | 98.3 | 98.4 | 97.9 |
| 10,000 "            | 99.7                         | 99.9        | 99.7 | 99.2 | 99.3 | 99.0 |
| Below \$10,000      | 0.3                          | 0.1         | 0.3  | 0.8  | 0.7  | 1.0  |

<sup>1</sup>All categories combined except IV. Sample includes 2,354.

Table Q

Distribution of Faculty Members by Individual Salaries in All  
Institutions, by Academic Rank  
1980-81

| Salary<br>Intervals | Professor | Associate<br>Professor | Assistant<br>Professor | Instructor |
|---------------------|-----------|------------------------|------------------------|------------|
| \$50,000 & over     | 1.2%      | -                      | -                      | -          |
| 49,000 "            | 1.4       | -                      | -                      | -          |
| 48,000 "            | 1.9       | -                      | -                      | -          |
| 47,000 "            | 2.2       | -                      | -                      | -          |
| 46,000 "            | 2.6       | -                      | -                      | -          |
| 45,000 "            | 3.1       | -                      | -                      | -          |
| 44,000 "            | 3.8       | -                      | -                      | -          |
| 43,000 "            | 4.5       | -                      | -                      | -          |
| 42,000 "            | 5.3       | *                      | -                      | -          |
| 41,000 "            | 7.4       | *                      | -                      | -          |
| 40,000 "            | 8.9       | *                      | -                      | -          |
| 39,000 "            | 10.4      | *                      | -                      | -          |
| 38,000 "            | 12.9      | *                      | *                      | -          |
| 37,000 "            | 14.8      | *                      | *                      | -          |
| 36,000 "            | 17.3      | 0.6%                   | *                      | -          |
| 35,000 "            | 19.9      | 0.7                    | *                      | -          |
| 34,000 "            | 28.0      | 1.0                    | *                      | -          |
| 33,000 "            | 32.3      | 1.5                    | *                      | -          |
| 32,000 "            | 37.0      | 2.1                    | *                      | -          |
| 31,000 "            | 43.7      | 3.0                    | 0.4%                   | -          |
| 30,000 "            | 49.1      | 4.3                    | 0.6                    | *          |
| 29,000 "            | 55.9      | 6.4                    | 0.9                    | *          |
| 28,000 "            | 62.8      | 9.2                    | 1.2                    | *          |
| 27,000 "            | 68.9      | 15.2                   | 1.8                    | *          |
| 26,000 "            | 75.2      | 22.8                   | 2.7                    | *          |
| 25,000 "            | 81.0      | 29.5                   | 3.9                    | 0.5%       |
| 24,000 "            | 86.2      | 39.2                   | 6.3                    | 0.8        |
| 23,000 "            | 89.7      | 49.9                   | 9.4                    | 1.3        |
| 22,000 "            | 92.4      | 60.7                   | 14.7                   | 2.1        |
| 21,000 "            | 94.6      | 71.1                   | 23.5                   | 3.2        |
| 20,000 "            | 96.4      | 80.4                   | 33.9                   | 5.1        |
| 19,000 "            | 97.6      | 86.9                   | 45.8                   | 8.3        |
| 18,000 "            | 98.4      | 91.8                   | 59.1                   | 14.0       |
| 17,000 "            | 99.0      | 95.1                   | 72.0                   | 22.3       |
| 16,000 "            | 99.4      | 97.3                   | 83.2                   | 34.6       |
| 15,000 "            | 99.7      | 98.6                   | 91.0                   | 49.1       |
| 14,000 "            | 99.8      | 99.3                   | 95.8                   | 64.9       |
| 13,000 "            | 99.9      | 99.6                   | 98.0                   | 80.3       |
| 12,000 "            | 99.9      | 99.8                   | 99.1                   | 90.0       |
| 11,000 "            | 99.9      | 99.9                   | 99.6                   | 95.0       |
| 10,000 "            | 99.9      | 99.9                   | 99.8                   | 98.1       |
| Below \$10,000      | 0.1       | 0.1                    | 0.2                    | 1.9        |

Sample includes 1,664 institutions with academic ranks, providing  
this information.